

ROHTO ESG Data Book (Governance)

Reporting Period: From April 1, 2024 to March 31, 2025
(information from previous years is also included for comparison)

■Corporate Governance

Board of Directors and Audit & Supervisory Board Composition

(persons)

		FY2020		FY2021		FY2022		FY2023		FY2024		As of August 2025	
Board of Directors	Total	9	—	9	—	11	—	11	—	13	—	14	—
	Outside Directors	3	33.3%	3	33.3%	4	36.4%	4	36.4%	5	38.5%	5	35.7%
	Female Directors	2	22.2%	2	22.2%	3	27.3%	3	27.3%	4	30.8%	6	42.9%
Audit & Supervisory Board	Total	4	—	4	—	4	—	4	—	4	—	5	—
	Outside Audit & Supervisory Board Members	2	50.0%	2	50.0%	2	50.0%	2	50.0%	2	50.0%	3	60.0%
	Female Audit & Supervisory Board Members	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	25.0%	2	40.0%

*As of March 31 in each fiscal year

Board Activities

		FY2022		FY2023		FY2024	
Board of Directors	Number of Meetings Held	8		8		8	
	Average Attendance Rate(%)*	99.1%		99.2%		97.8%	
Nominating Committee	Number of Meetings Held	3		4		3	
	Average Attendance Rate(%)	100.0%		100.0%		100.0%	
Compensation Committee	Number of Meetings Held	4		4		3	
	Average Attendance Rate(%)	100.0%		100.0%		100.0%	
Audit & Supervisory Board	Number of Meetings Held	28		17		18	
	Average Attendance Rate(%)	100.0%		100.0%		98.6%	

*Including Directors and Audit & Supervisory Board Members

Executive Remuneration Status

(million yen/persons)

			FY2020		FY2021		FY2022		FY2023		FY2024	
Directors (Excluding Outside Directors)	Total Compensation		370		393		441		445		496	
	Total Compensation by Type	Fixed Compensation	340		353		391		395		446	
		Performance-linked Compensation	30		40		50		50		50	
	Number of Eligible Directors		11		6		7		9		9	
Audit & Supervisor y Board Members (Excluding Outside Members)	Number of Eligible Members		37		39		40		41		42	
	Total Compensation by Type	Fixed Compensation	37		39		40		41		42	
		Performance-linked Compensation	-		-		-		-		-	
	Number of Eligible Members		3		2		2		2		2	

Outside Officers	Total Compensation		38	40	46	51	61
	Total Compensation by Type	Fixed Compensation	38	40	46	51	61
		Performance-linked Compensation	-	-	-	-	-
	Number of Eligible Directors		7	5	7	6	7

■Risk Management

Supplier CSR Assessment

	FY2020	FY2021	FY2022	FY2023	FY2024
Number of Suppliers Assessed	-	-	-	44	70
Response Rate	-	-	-	100%	100%
Percentage of total procurement value among Tier-1 suppliers	-	-	-	80%	90%

■Compliance

Hotline Reports and Consultations (reports/cases)

	FY2024		
	Japan	Overseas	Total
Discrimination / Harassment	5	6	11
Workplace Environment / Communication	12	3	15
Labor Management	5	1	6
Proper Business Conduct	2	0	2
Morale	4	0	4
Suspected Misconduct	4	2	6
Total	32	12	44

Number of Violations (cases)

		FY2024
Corruption or Bribery	(Japan)	0
Leakage of Customer Personal Information	(Japan)	0
Conflict of Interest Transactions	(Japan)	0
Money Laundering or Insider Trading	(Japan)	0
Dismissal for Disciplinary Reasons	(Japan)	0
Others	(Japan)	1*

*Corrective order for violation of the Act against Unjustifiable Premiums and Misleading Representations